



**buddle.**

**Your Culture and  
Values in Your  
Organisation**



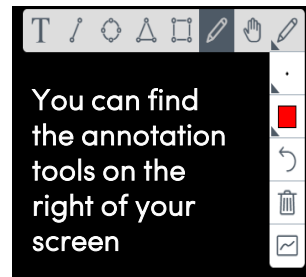
Welcome.

Your session will

begin shortly.

If you are using social media, please tag:  
#Buddle, @SportEngland @SportStructures

Use this doodle box  
to try the  
annotation tools  
whilst you wait.



Before we start, please ensure that:

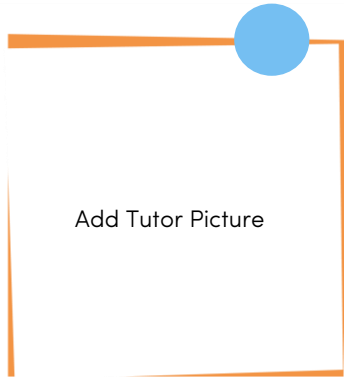


Your microphone  
is muted



You can see and  
use the chat box

## A little about me...



- Insert name
- Insert Experience
- My favourite ...

## ... and you!

Add some info about you in the chat box:

- Your Club/Organisation Name
- Where you are based
- What would you like to gain from this workshop?

# Learning Agreement

- Respect everybody
- Participate actively
- Use technology responsibly
- Be engaged
- Challenge each other positively
- Put phones on silent and return calls at an appropriate time
- Avoid sharing any personal/sensitive information outside of the session



# What we'll cover:

By the end of this workshop, you will be able to:

- Investigate good values and culture for your organisation
- Examine how culture can support local activity
- Evaluate your use of values and culture to support your organisation in developing activities



# Values

## Definition

*"The regard that something is held to deserve; the importance, worth, or usefulness of something"*

*"your support is of great value"*

*Principles or standards of behaviour; one's judgement of what is important in life*

*"they internalize their parents' rules and values"*

# Understanding values – whose is whose?

Passion Integrity  
excellence  
togetherness

Fairness Respect  
Care Honesty

Collaborative  
Ambitious Inclusive  
Innovative

Personal liberty,  
democracy and the  
rule of law

Integrity, behaviour  
and good business  
practices

Joyful passionate  
nurturing

Performance  
Passion Integrity  
Diversity

Excellence  
Innovation Customer  
Fixation Teamwork  
Community Fun



# Understanding values – whose is whose?



Passion integrity excellence  
togetherness



Fairness Respect Care  
Honesty



Collaborative Ambitious  
Inclusive Innovative



Personal liberty, democracy  
and the rule of law



Integrity, behaviour and  
good business practices



Joyful passionate nurturing



Performance Passion  
Integrity Diversity



Excellence Innovation  
Customer Fixation  
Teamwork Community Fun

# Breakout session

- What are your organisations values?
- How about your personal values?



*Feedback from each room*

Do these values matter to you or to your organisation?  
How do you know?

# Breakout session

- How does your organisation behave/not behave to live out their values?



*Feedback from each room*

Do you need to change anything?

If culture is behaviour, what do you need to do?

# Culture

---

The customs and social behaviors of a particular people or institution

---

The beliefs, values, and behaviors that are shared within a group, such as a religious group or a nation.

---

Culture includes language, customs, and beliefs about roles and relationships.

---

A culture is a way of life of a group of people—the behaviors, beliefs, values, and symbols that they accept, generally without thinking about them

## Some culture theory\* - why join?

- To be accepted
- To feel part of a 'family'
- For a sense of identity
- For respect
- Because siblings or other family members are involved
- Peer pressure
- Cultural identity
- Boredom
- They think its attractive and cool
- For other rewards
- \*Thurrock.gov.uk

Can you use cultural change to change organisation culture?

# Culture concepts linked to your community organisations



# Culture is everything



Model great culture at all times



Use culture development to help with organisation issues



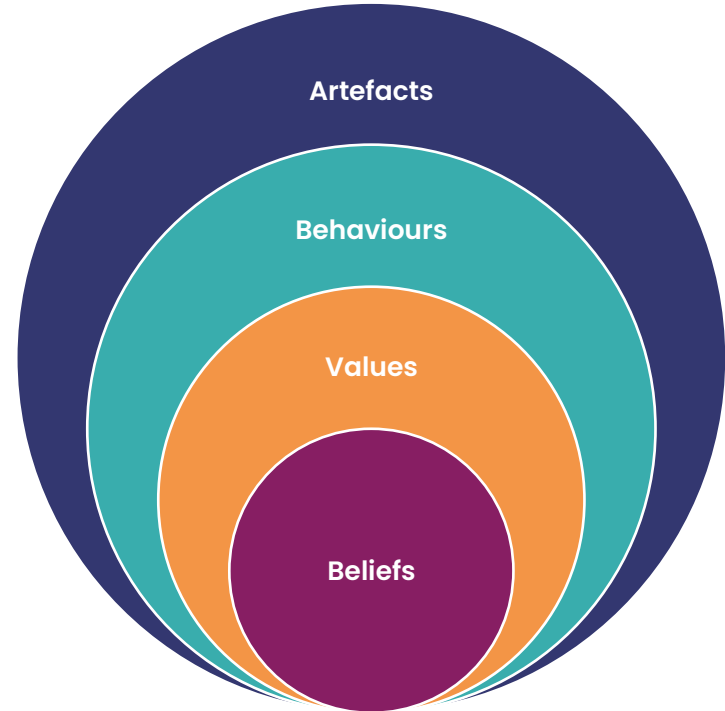
Engage organisations and members on culture and encourage discussions/challenges



If you and your organisations can articulate it, we can build it

# Culture

- What is your **culture**?
- What sort of **experience** do you provide to your participants?





# Have you thought about?

How open your messaging is?



How welcoming are you?



What your participant's motivations are?



How inclusive you are?



What your participants need?

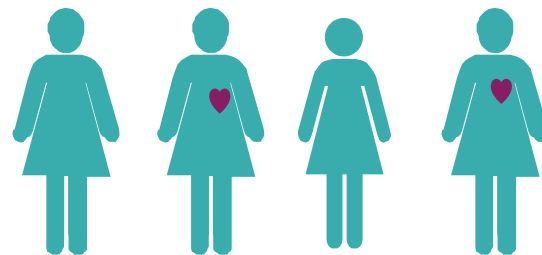


Your communications



# Organisation Culture

- How do you create a **welcoming** and **inclusive culture** for your participants?
- Is your approach organisation centric or participant centric?



# Breakout – Your Organisations



What problems do your organisation need to address?



How can culture development help with addressing them?

Feedback and shared notes on using culture change to help address a organisation problem

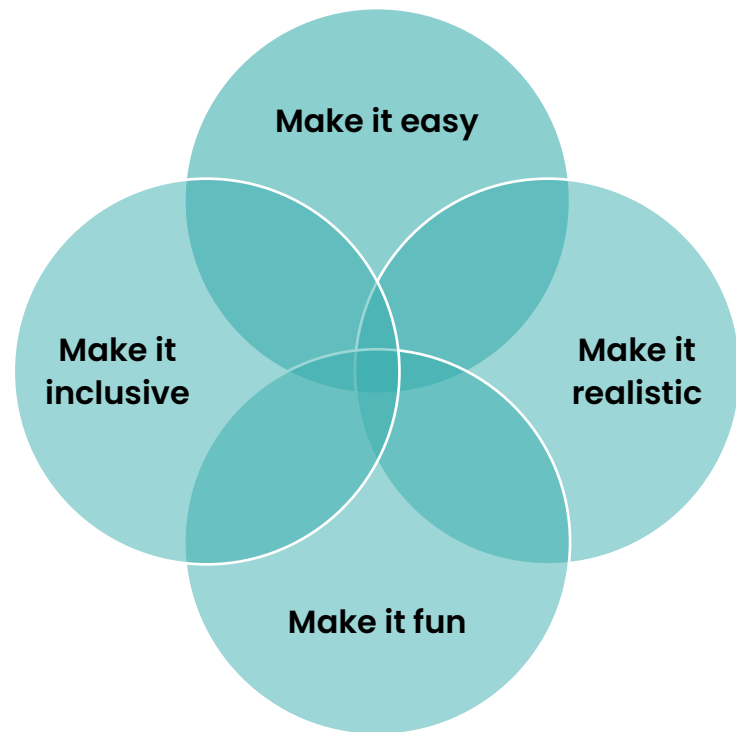
# Action Planning

What is our  
culture like  
now?

What do we  
want our  
culture to  
feel like?

How are we  
going to do it?

# When developing your culture...



## What will you take away from this session?



Any questions?



Please complete the evaluation



Good luck!

# Feedback

Please take the time to fill in the evaluation survey by scanning the QR code.

Alternatively, the tutor will put the link in the chat box for you.

- Thanks in advance, the Buddle Team.



# Recap:

By the end of this workshop, you will be able to:

- Investigate good values and culture for your organisation
- Examine how culture can support local activity
- Evaluate your use of values and culture to support your organisation in developing activities



Getting Organised	Inclusion	Getting Help From People	Money Matters	Develop and Grow
Leadership and Your People	Your Culture and Values In Your Organisation	Maximising Your Volunteers Experience	Raising Money to Sustain Your Organisation	Promoting Your Offer Using Social Media
Exploring Legal Structures	Engaging different People		Financial Management	Creating a Marketing Strategy
Simply Planning	Positive Experiences For All People		Dealing With Increasing Costs	Engaging your community

See future dates at [www.Buddle.co](http://www.Buddle.co)

Thank you!



bu  
bud  
buddl  
buddle.  
buddle. b  
buddle. bu  
buddle. bud  
buddle. buddl  
buddle. buddle.  
buddle. Buddle. b  
buddle. buddle. bud  
buddle. buddle. budd